

Legal Name: Inpax Shipping Solutions

Case ID: 1765111

Local:

FEIN:47-2595836

Corporate Address

Inpax Shipping Solutions  
2444 Forrest Park Rd. SE  
Atlanta, GA 30315

Additional Location(s)

Raleigh, NC; Miami, FL; Chicago, IL

\*Firm also has other businesses that are connected to this business, but under different EINs:

- Ship Inpax Logistics, LLC- 27-0823824
- ShipINPAX LLC- 47-2595836

**FLSA NARRATIVE REPORT**

**COVERAGE**

**§203 (s) (1) (a) (ii) Enterprise coverage: Applicable** The tax information that was provided by the Human Resources Director showed that for the past 3 years, the firm's annual dollar volume was in excess of \$500,000. The firm also had 2 or more employees that are engaged or handling goods in interstate commerce. Employees were engaged in interstate commerce due to the handling or shipping of packages that were handled in interstate commerce. The firm is contracted through **(b) 4** to deliver packages to "Elite" customers. The firm under investigation has been in operation since 04/01/2015. (Exhibit C-1)

**Company Officers:**(See exhibit C-0)

**The annual Dollar Volume:**

2014:

2013: **(b) 4**

2012:

(See exhibit C-0)

**MODO:** Atlanta is the MODO.

**History** This is the first investigation of the firm. Limited to Inpax Shipping solutions.

**Investigation Period:** April 1, 2015 – August 29, 2015

**§203(d) Employer:** The Human Resources (HR) Director falls under the definition of a 203(d) employer. The HR Director has the authority to hire, fire, and discipline employees. The HR director oversees the day to day duties of the employees. The HR Director acts on behalf on the interest of the business. (See exhibit C-0)

#### EXEMPTIONS

**§213(a) (1):** The following exemption(s) claimed by the employer:

541.200: Administrative Exemption:

Lewis Richardson (HR Director)- applicable

#### STATUS OF COMPLIANCE

(b) 7(E)

(b) 7(D)

, alleges that the employer failed to pay for all hours worked, failed to pay the overtime premium for hours worked over 40 within a workweek, and deducted the price of their uniforms from their check. Allegations were partially substantiated.

**Investigative Result of (b) 7(D) Allegation:**

**§206:** There were no violations found for this act. The uniform deductions did not bring the employee's hourly rate below \$7.25 per hour.

**§207:** Investigation found that the employer failed to combine all hours worked. The employees were starting their first principal activity when they had to pick up their vehicle from the yard. The employees were not compensated for the time that they had to check out their vehicle and drive to the main Amazon site. A total of 15 minutes was added to each employee's shift and overtime was computed on all hours worked over 40.



**§ 211**The employer failed to consistently maintain records of all hours worked for all employees.

#### **DISPOSITION**

The pre-final conference was held on Wednesday, September 16, 2015 at 1380 West Paces Ferry Rd. NW at the corporate attorney's office. Present were Lewis Richardson (Human Resources Director), David Williams (Manager of Accounting), and Lou McBryan (firm's corporate attorney) all representing the firm and WHI (b) 6 & (b) 7C representing the U.S. Department of Labor. The final conference was held on December

During the final conference the following was discussed:

**§207:**With regards to this section, the Employer was advised that they must combine all hours worked and pay overtime correctly. To ensure that they pay for all hours worked, they have implemented that all drivers write their start time on their daily inspection sheet. The time on the inspection sheet will be the starting time for each employee. Moving forward, the employer agreed to come into compliance and future compliance. The Employer will pay the back wage liability.

**§211:**With regards to this section, the employer was informed that they must maintain an accurate record of all hours worked. The employer agreed to come in to compliance and to maintain future compliance.

**Issues brought up during investigation:** The (b) 7(D) stated that there were a number of hours that she was not compensated for at all; those allegations could not be substantiated. The (b) 7(D) gave WHI permission to use her name. WHI (b) 6 & (b) 7C addressed the employer about the employee's detailed account of hours not compensated for. The employer was able to provide a detailed account stating that the employee was paid for all the hours that she initially claimed non payment for.

The following publications and literature were provided at the final conference:

FLSA	Reg. 785
HRG	Reg. 516
Reg. 778	Reg. 541

Any future correspondence should be sent directly to at the following address:

Inpax Shipping Solutions  
Lewis Richardson  
2444 Forrest Park Rd. SE  
Atlanta, GA 30315

**(b) 7(D)** Notification: The **(b) 7(D)** was notified upon the conclusion of the investigation.

**Recommendations:** Admin closure, no further action.

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**(b) 6 & (b) 7C**  
**Investigator, Wage & Hour**